

Catherine A. Betts, Esq.



EMPLOYMENT AND PROFESSIONAL EXPERIENCE

Director, State of Hawaii Department of Human Services

September 2020 to present

- Manages and oversees operations, policy, and budget decisions for the department which includes: Benefit, Employment, and Support Services Division (BESSD), Division of Vocational Rehabilitation (DVR), Med-QUEST (MQD), Social Services Division (SSD: comprised of Child Welfare Services Branch and Adult Protective and Community Services Branch), and four attached agencies/commissions.
- Manages primarily block grant funded department with maintenance of effort requirements that vary across interdepartmental divisions/branches.
- Directs and oversees 1900 DHS staff and a 3.6 billion dollar budget.
- Oversees the State’s implementation of “Ohana Nui”: the multigenerational approach and framework to eliminating intergenerational poverty for Hawaii’s families.

Deputy Director, State of Hawaii Department of Human Services

October 2017 to September 2020

- Assisted Director in managing and overseeing operations for the department, including all policy and budget decisions.
- Worked closely with Social Services Division, Child Welfare Services Branch (CWSB) to improve staff morale and retention and to ensure increased staff training, increased communication with judiciary and community partners; and maximized federal funding mechanisms for the division.
- Provided supervisory and management support to the divisions, staff offices, and attached agencies.
- Assisted in preparation, review, and presentation of the DHS budget.
- Prepared, reviewed, and presented legislative bills, legislative testimonies, and legislative reports.
- Represented DHS at legislative hearings, programmatic meetings, task forces, boards, and conferences on various subject matters under the purview of DHS.
- Served as community liaison and litigation coordinator.

Executive Director, Hawaii State Commission on the Status of Women

December 2011 to October 2017

- Spearheaded progressive legislation for women including: requiring emergency rooms to provide emergency contraception to sexual assault victims, providing for a bill of rights for domestic workers (including minimum wage and overtime protections), strengthening Hawaii’s equal pay statute, paid family and medical leave for workers, increasing the minimum wage, increasing workplace protections for breastfeeding women, creating a jury duty exemption for new parents and/or breastfeeding women, increasing workplace protections for victims of gender based violence, and increasing Title IX protections for students in higher education. Lead successful legislative campaigns including: reforming police response to domestic violence, emergency contraception in Hawaii’s emergency rooms, Title IX reform at the University of Hawaii.
- Provided advocacy and referrals for victims of gender-based violence, including Title IX concerns within educational institutions.

- Identified indigent and immigrant victims of violence and referred victims to pro bono legal service providers in the community.
- Organized continuing legal education (CLE) courses on workplace protections for domestic violence/sexual assault/stalking survivors, civil remedies for immigrant victims of violence, competent identification of domestic violence in legal cases for practicing attorneys, and child sex trafficking.
- Chaired multiple task forces and working groups and convened city, county, and state agencies and community stakeholders on issues such as domestic violence response, sexual assault evidence collection kit backlog, Title IX compliance, pregnancy discrimination, breastfeeding in the workplace laws and regulations (Fair Labor Standards Act) and Public Accommodations law.
- Taskforces include: Domestic Violence Response (City and County of Honolulu), Affirmative Consent (Act 222, Hawaii State Legislature), Justice Reinvestment, Family Court reform, Violence Against Women Act (VAWA) planning group through the Attorney General's office.
- 2016 Recipient of the United States Department of Labor Paid Leave Analysis grant: oversaw federal grant to perform economic analysis and implementation study with the Institute for Women's Policy Research and Center for American Progress in order to build a solvent and functional paid family leave program in the state of Hawaii. Assisted with successful focus groups to identify gender based discrimination in current unpaid leave policies and gender bias in access to leave.
- Served as Co-Chair of the Hawaii Women's Coalition, a group of community, non-profit, and state agencies which focused legislative efforts on various issues impacting women and girls. Researched and drafted legislation, prepared and drafted testimony, and delivered oral testimony before the Hawaii State Legislature and Honolulu City Council.
- Collaborated with Hawaii State Judiciary to identify and address access and safety issues in court rooms regarding temporary restraining orders.
- Trained in communications and media: served as the community and media spokesperson for the Commission on the Status of Women and Hawaii Women's Coalition on various advocacy issues regarding: police training, domestic violence, Title IX, paid sick and paid family leave, equal pay, judiciary response to victims of violence, language access, cyber-stalking, etc.

Partner, Betts & Wood, LLC

July 2011 to November 2011

- Practiced in the fields of immigration law and family law.

Associate Attorney, Greg Ryan & Associates, LLLC

August 2009 to June 2011

- Litigated divorce and custody cases, including uncontested and contested divorce cases, temporary restraining order trials, child abuse/neglect, paternity cases, UCCJEA, and summary possession cases in the First, Second, and Third Circuits of the State of Hawaii.

Deputy Attorney General, State of Hawaii, Department of the Attorney General

Family Law Division/Child Abuse and Neglect

July 2007 to June 2009

- Represented the Department of Human Services, Child Welfare Services Branch. Litigated an active caseload of roughly 100 complex child abuse/neglect cases, including following the cases through the appeals process and drafting the appellate briefs to the Intermediate Court of Appeals.
- Represented the Department of Health in Involuntary Commitment Hearings.

Law Clerk, Honorable Derrick H.M. Chan, Criminal Administrative Judge

First Circuit Court, Honolulu, Hawaii

January 2007 to June 2007

- Drafted legal briefs on criminal justice and legal issues, including Involuntary Administration of Medication to Mentally Ill Criminal Defendants and State Petitions for Post Conviction Relief (Rule 40). Assisted in making revisions to the Hawaii Penal Code on the Hawaii Penal Code Revision Committee.

Law Clerk, Honorable Marcia J. Waldorf, Criminal Circuit Court Judge

First Circuit Court, Honolulu, Hawaii

August 2006 to January 2007 (transferred to Chief Judge upon Judge Waldorf's retirement)

- Drafted legal briefs on issues such as determination of a defendant's mental fitness to proceed in criminal trials, criminal entrapment, and all First Circuit Court Pre-Trial Criminal Motions.
- Prepared daily case files and briefed the court which presided over Mental Health Court, Adult Drug Court and Hawaii Revised Statutes § 704 (Fitness to Proceed) Motions, while also managing and directing the active daily docket of up to 40 case hearings daily.

Community Outreach and Educator, The Sex Abuse Treatment Center, Kapi'olani Medical Center for Women and Children

2001 to 2003

- Developed and implemented violence prevention curriculum for Oahu middle school and high school students on topics of healthy dating relationships, incest, identifying abusive relationships and power and control misuse, gender stereotypes in the media, and examining rape culture.
- Provided service referrals for individuals who disclosed abuse during and after presentations.
- Developed and delivered educational workshops on sex assault prevention for the state's health teachers, senior citizens, early childhood educators, college students, female prison population, youth facilities, church groups, and individuals living with mental and/or physical disabilities.
- Tracked pertinent legislation, drafted, and assisted with submitting testimony to the legislature in order to educate legislators about sexual assault, as well as sexual assault treatment and services.
- Served as a coalition builder with social service agencies, governmental, and non-governmental organizations.

EDUCATION

University of Hawaii at Manoa, William S. Richardson School of Law

Juris Doctorate, [REDACTED]

- Member, Vice-President, Filipino Law Students Association
- Native American Moot Court Team Member
- Member, National Lawyers Guild
- Student Representative, Law School Admissions Committee

University of California, Los Angeles

Bachelor of Arts in Sociology, [REDACTED]

Activities included: Journalist for FEM Newspaper (UCLA's Feminist Newsmagazine), Student Intern at California Women's Law Center, Student Volunteer at Braddock Elementary School

NOTABLE ACHIEVEMENTS AND HONORS

Hawaii Women's Legal Foundation, Rhoda Lewis Award, November 2020
YWCA Women's Leader Awardee, May 2020
Soroptomist International, Central O'ahu Ruby Award Winner, March 2018
Family Values @ Work, Women's History Month Honoree, March 2018
National Association of Commissions for Women Annual Conference Host, April 2016
United States Department of Labor paid leave analysis grantee, 2016
President's Award from Hawaii Women Lawyers, 2015
Organizer and Host for Legislative Roundtable with United States Secretary of Labor Tom Perez, 2015
Honored by Hawaii State Legislature on HSCSW 50th Anniversary, 2014
Honored by Hawaii State Legislature for commitment to Title IX, 2012
Patsy T. Mink Legislative Fellow to late United States Senator Daniel K. Inouye, 2004

KEYNOTE SPEAKER/PANELIST

DXP 2020 Data Summit
Annual Hunger and Homelessness Conference, 2020
Ruth Bader Ginsburg Memorial Panel, William S. Richardson School of Law, 2020
Foster Youth Graduation Ceremony, 2019
Hawaii State of Reform, 2019
Child Welfare Law Update, 2018
Teen Day (Family Court and Child Welfare Services), 2018
LGBTQ and the Courts Conference, 2018
Equal Means Equal Screening, Windward Community College, 2017
Career Day, La Pietra School, 2017
Elder Abuse and Hawaii Says No More Campaign, Pohai Nani, 2017
Hawaii Caregivers Coalition Meeting, 2017
Equal Pay Day, Hawaii Public Radio, 2017
Wage Discrimination and Pay Equity, Hawaii Civil Rights Commission, 2017
Know Your Rights: Gender Violence and Immigration Law, HSBA, 2017
National Association of Commissions for Women (NACW) Conference, 2016
Highlights of NACW Conference, Hawaii Public Radio, 2016
Ms. Foundation Hawaii Learning Tour, 2015
Closing the Gender Pay Gap in Hawaii, AAUW and YWCA, 2015
Violence Against Women Act (VAWA) Anniversary, 2014
Hawaii Family Issues Summit, U.S. Senator Brian Schatz, 2014
Domestic Violence: What's Love Got to Do With It, WSRSL, 2013
Guest Speaker, UHM Women's Studies Colloquium, 2013
Patsy Mink Legislative Fellowship at the William S. Richardson School of Law, 2013
Guest lecturer on public policy and gender for University of Hawaii at Manoa's Social Work distance learning class (reaching students on Maui, Lanai, Molokai and Kauai), 2013
Guest lecturer at Leeward Community College on Title IX, 2013
The Prison Monologues, Hawaii State Legislature, 2013

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Board of Directors, Hawaii Filipino Lawyers Association	2008-present
Committee on Equality and Access to the Courts (CEAC)	2012-present
HSBA Diversity, Equality, and the Law (DEAL) Committee Member	2010-2020
HSBA DEAL Co-Chair	2012-2020
Board of Directors, Hawaii Women in Filmmaking	2017-2019
Board of Directors, Hawaii Women Lawyers Board	2009-2019
National Association of Commissions for Women Board Member	2015-2019
Co-Chair, Hawaii Women's Coalition	2011-2017
Committee Member, Honolulu County Committee on the Status of Women	2008-2011
Committee Member, Honolulu County Committee on the Status of Women	2001-2004
*Licensed to Practice Law in State of Hawaii and U.S. District Court	2006-present

PUBLICATIONS

1. Catherine Corpus Betts and Eric K. Yamamoto, *Disfiguring Civil Rights to Deny Indigenous Hawaiian Self-Determination: The Story of Rice v. Cayetano*, in *Race Law Stories* (Carbado and Moran, eds., 2008).
2. California Resource Guide for Battered Immigrants (published by California Women's Law Center).

References available upon request